



ANDROSCOGGIN
Home Healthcare
+ Hospice

Guide to
Employee Benefits



Inspiring
Our Team to
Excellence

androscoggin.org

“Androscoggin Home Healthcare + Hospice has provided me with the opportunity to work in the setting and patient population I am most passionate about. My patients and their amazing families teach me something new every day; they remind me of why I chose to become a physical therapist.”

– Jaclyn McDonald, Physical Therapist



Androscoggin Home Healthcare + Hospice

For nearly 60 years, Androscoggin Home Healthcare + Hospice has been delivering uncompromising quality home healthcare to individuals and families throughout Maine. Our team of nearly 700 highly skilled clinicians and staff across six service lines are revered for the care and compassion they bring to the communities we serve. The health and wellbeing of their patients and families are their number one focus. They are dedicated to ensuring the welfare of their patients and to the community in which they live and work.

To ensure that our clinicians and staff bring their best selves to their work, Androscoggin provides comprehensive benefits that reach beyond the typical and are designed to care for and support employees both in and out of work. **These benefits provide our entire team with the peace of mind to bring their best selves to their caring roles.** Like the compassionate and innovative healthcare we deliver, Androscoggin's employee benefits are *For Health* and *For Life*.



“Honestly, I feel like the moment I walked through the door, I knew I was home. The culture here is compassionate and supportive but beyond that it is inspiring. The top benefit by far is just being able to work shoulder to shoulder with some phenomenal professionals. People who have invested in me and have made me the nurse I am today.”

– Jessica Dussault, Provider Relations Consultant

[Click here to see Jessica's interview](#)

FOR *Health*. FOR *Life*.

On the cover

Left: Robyn Gallant, Clinical Manager-Community and Home Services

Right: Daneca Rabassa, Procurement Coordinator

Caring for Ourselves as We Care for Others

Providing a remarkable employee experience for you is Androscoggin's number one priority. We provide wellness programs that take a whole-person approach to your health.

Androscoggin's comprehensive wellness programs range from employee immunizations to ergonomic assessments. Our assistance programs support your emotional wellbeing and child/eldercare while helping with legal issues that may arise. These benefits are designed to care for you and your family so that you can bring your best self to your work.

Supporting Employees Beyond the Paycheck

Androscoggin is keenly aware that an exceptional employee experience must reach beyond your paycheck. Your benefits serve to help you find success without the financial worries that may prevent barriers to your ongoing success.

You are encouraged to take advantage of our paid professional development opportunities, either through generous tuition reimbursement, loan forgiveness, or the advanced professional trainings Androscoggin offers.

Personally, you also are offered emergency car repair loans and professional financial and debt management planning.

To offset your small daily purchases and expenses, Androscoggin provides complimentary coffee throughout all offices and logo apparel for both work and play, not to mention healthy discounts on travel, retail and online shopping, insurances, and auto expenses.



“This organization challenges me every day to step outside of my comfort zone to take on new challenges. That is why I keep coming to work every single day, because it has allowed me to grow professionally and personally in my role. Everyone here is a family and we all want to jump in and help each other no matter how much we have on our plate, because we truly care about each other.”

– Lynzie Pinard, Manager of Employee Engagement and Experience

[Click here to see Lynzie's interview](#)



“When we talk about Androscoggin Home Healthcare + Hospice, the culture is one of welcoming and support. It is a place that you feel connected to. It is not just where you go to work, but you have a family here; the people care about you, and they care about your family. They care about your career, and they care about what you are doing. They want you to be successful.”

– Bill Robinson, Director of Behavioral Health

[Click here to see Bill's interview](#)

Time Away

Work-life balance is not just a catch phrase for Androscoggin employees. We consider time away from work an essential component in sustaining our margin of excellence within our workforce.

Time away is not only earned but also encouraged. It is an important component of ensuring all employees are rested, refreshed, and rejuvenated throughout the year, to bring the requisite focus to their work.

Androscoggin employees are also supported by various types of leave that provide necessary time away. Leave ensures that all employees have both a guaranteed place to return as well as the time and attention that is required to resolve events that may arise throughout the various stages of life.

Career Professional Development

One consistent thread that runs throughout the fabric of Androscoggin's storied success is the dedication we have to your training and professional development. It is here you will find yourself among the nation's leading home healthcare providers.

Since its founding in 1966, Androscoggin has prided itself on growing its workforce through emerging leaders programs, mentorships, continuing education, and career support. Our success begins at home with professional development programs that ensure your fulfilment as well as an extraordinary degree of career satisfaction.

Employee Benefits

Benefits that go beyond the ordinary

Androscoggin takes the benefits we provide seriously. Our benefits are prepared to care for and support you and your family. Your benefits are innovative. Your medical insurance is among the first of its kind in Maine – an ICHRA or tailored, age-appropriate market plan in which over 55% of our employees enroll and have their premiums 100% covered. We also offer a wide array of affordable and, in most cases, fully covered traditional benefits, such as dental, vision, and life insurance.

Androscoggin supports your future financial wellbeing through a generous 403(b) plan.

- Medical Insurance
- Dental Insurance
- Vision Insurance
- Flexible Spending Account (FSA)
- Basic Life and Accidental Death and Dismemberment Insurance
- Voluntary Life and Accidental Death and Dismemberment Insurance
- Employer-Paid Short-Term Disability Insurance
- Voluntary Long-Term Disability Insurance
- Voluntary Accident, Hospital, and Critical Illness Insurance
- Worker's Compensation Insurance
- Family Medical Leave
- 403(b) Retirement Plan
- Health Savings Account



“From day one, everybody has been very welcoming. People will stop and say ‘hi’ in the hallways and ask how I am doing, all kinds of really friendly things that I have not seen at other organizations. Not a surprise that there is a softball team, that people play together, and do those sort of things outside of work.”

– Joseph (Joe) Manley, HIT Support Engineer

[Click here to see Joseph's interview](#)

What Sets Us Apart

Benefits that are much more

It is no accident that Androscoggin was named one of the best places to work for the past 20 years running. Providing you with a remarkable experience is our number one goal. That goal starts with benefits that provide security and support while you thrive in your career.

- **Employee Assistance Program (EAP)/Unum Life Balance**

- ~ Licensed professional counseling
- ~ Assistance with legal issues and identity theft
- ~ Financial planning, debt management, or credit report issues
- ~ Child care/elder care resources
- ~ Reducing medical/dental bills
- ~ Relocation assistance

- **Ergonomic Assessments and Sit/Stand Workstations**

- **End-of-Life Care Leave**

- **Non-Family Medical Leave of Absence**

- **Education and Career Support**

- **Tuition Reimbursement**

- **Paid Trainings**

- **RN Loan Forgiveness Program**

- **Paid Leadership and Staff Education**

- **Emergency Car Repair Loan**

- **Mobile Apple Devices Provided to Clinical Staff**

- **State-of-the-Art Technology**

- **Time Away and Flexible Scheduling**

- **I Belong – Activities and Events**

- **Life Happens – Patient Assistance Program**

- **Group Retail, Travel, Car Expenses, Insurance Discounts, and Much More**



“Androscoggin is an employer that provides benefits outside of work so that we can bring our best to work.”

– Kerry O'Leary, Clinical Manager of Hospice House Operations

[Click here to see Kerry's interview](#)

I Belong

Being part of a team at Androscoggin Home Healthcare + Hospice is more than “fitting in”; it is a sense of belonging to a community with people and purpose that makes us feel connected. As we grow our Androscoggin family, we want you to experience respect and value for the talents you bring to our team and our mission. It’s all about doing something together that makes belonging matter.

Individually, we are unique, with our own histories, beliefs, cultures, and aspirations. Collectively, we are a strong, talented, and extraordinary group of professionals with a common purpose: to grow and thrive as individuals while working together to improve the quality of life for those in our service. We strive to be the very best version of ourselves and rely on our colleagues to do the same. We support one another. We celebrate achievements. We focus on our mission in the communities we serve.

How We Connect at Androscoggin Words from Our Employees

— No One Walks Alone

Teamwork; taking care of each other; access to all leaders; collaboration

— Smile and Inspire

Lead by example; show appreciation; share experiences; encouragement

— Welcoming to ALL

Feeling at home at Androscoggin; belonging; having a voice

— Manage Up

Instill confidence in each other, to our patients and community; responsibility

— Be a Mentor

True collaboration; growth – personal and professional; contribute to change

— Recognize What Matters

Leader who values you; purpose and fulfillment; mission matters; recognition of life events; flexibility in work-life balance; stability; value each person for their contributions

— Create Meaningful Connection

Work with likeminded people; family events; live, work, and support in our community



“The mission of this organization is what really keeps me here...32 years later and growing, I am where I am at because I truly believe that this organization cares for the people in the community that we serve.”

—Angela Richards, RN, Director of Health Informatics

[Click here to see Angela's interview](#)



At its core, Androscoggin is an organization dedicated to enhancing quality of life — something that does not always mean medical care. Driven by clinicians and providers throughout the entire organization, the program provides those little essentials, extra gestures of kindness, or the ability to simply remove one difficulty that can enrich quality of life for most.

As one clinical manager explains, “as field staff sees the true needs of the community and their patients in real time, they can immediately put into action a request for help.” Androscoggin remains committed in its pursuit of being an organization about living — in all the many ways that life happens.



Throughout Androscoggin's history, the organization has been fortunate to receive philanthropic resources that support our patients, their families, and our programs. Androscoggin's **AndroGives** program was developed to recognize and acknowledge the community's generosity. In doing so, the organization continues to provide support beyond our work in improving the health of our communities that have provided so much.

Each year, employees throughout the organization come together to select a charitable theme to rally behind. The AndroGives program allows employees to use the selected theme to support local or regional nonprofits of their choosing.

The AndroGives program also acknowledges our employees' kindness and generosity by offering fun and collegial complimentary events throughout the year to all employees, their families, and friends.



“Honest to God, this is the best job I have ever had, because of my impact in the community. I love what I do and the people I meet. I love how well we are received as nurses and the difference we are able to make on a daily basis. I have never felt so supported, not only from my direct supervisor or the senior supervisors, but also from the entire organization. It reminds me exactly why I am part of this organization. We are a huge part of this community. People rely on us, they recognize us. You feel like you are part of a huge family.”

– Tracey Dorian, Pediatric RN

[Click here to see Tracey’s interview](#)



Androscoggin values the employee experience, and we care about your health and wellbeing. Our comprehensive benefits package offers traditional benefits and a whole lot more! If you are looking for a community to belong to and one that prides itself on your success, please contact us today.

We are here for you!

Our Employee Resources team is available to answer your questions.

☎ 207.795.9421

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✉ benefits@androscoggin.org

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“The benefits of working at Androscoggin have been amazing. Everyone is a team player. I absolutely love taking care of my patients knowing that Androscoggin does so much for me and my family. We even get to go snow tubing.”

– Alice Ware, CNA Hospice



[Click here to see Androscoggin employee testimonials](#)

TEAMWORK Community **Innovation** GROWTH

Recognition **WHOLE-PERSON BENEFIT PACKAGE**

Belonging Cutting-Edge Clinical Programs **Trust**

Stability Family Feel **Education** Loan Forgiveness

Access To All Leaders **Support** **HAVING A VOICE**

Engagement Responsibility Mission Matters

Purpose and Fulfillment **FREE COFFEE** Connection

Career Support **Like-Minded People** Book Club

FEELING AT HOME Contribute To Change

Collaboration **Family Activities** **PAID TRAINING**

State-of-the-Art Technology Tuition Reimbursement

WORK-LIFE BALANCE End-of-Life-Care Leave

Emergency Car Repair Loan **TIME AWAY** Flexibility